

NATIONAL EDUCATION ASSOCIATION

**REPORT OF THE
2018–2019 NEA RESOLUTIONS COMMITTEE**

NEA Representative Assembly

July 4–7, 2019

Table of Contents

The *Report of the 2018–2019 NEA Resolutions Committee* contains all proposed revisions approved by the committee at both its winter meeting and summer meetings. The report is distributed to delegates on the morning of the first day of the Representative Assembly. Resolutions contained in this report represent the final recommendations of the committee.

NOTE:

Bold italic indicates proposed new copy

[Bold brackets] indicate proposed deleted copy

Dates in parentheses after each resolution represent the years that the resolution was first adopted and last amended. If only one year is shown, the resolution has not been amended since its adoption. Proposed new resolutions are accorded the single year of (2019).

B-7. Dropout Prevention	4
B-26. Education of Refugee and Undocumented Children and Children of Undocumented Immigrants .	4
B-31. Educational Programs in Support of Lesbian, Gay, Bisexual, Transgender, <i>Non-Binary</i> , and Questioning Students	4
B-63. The Holocaust.....	4
<i>New B. Critical Thinking</i>	5
C-2. Vaccinations	5
C-6. Physical Activity and Recess	5
C-13. Safe Schools and Communities	5
C-38. School Facilities: Design, Construction, and Function.....	6
<i>New C. Opioid Addiction and Abuse</i>	6
D-18. Professional Development in Behavior Management, Discipline, Order, and Safety	6
D-19. Neurological Disorder [Awareness] <i>Education</i>	6
F-4. Collective Bargaining Rights	6
F-6. Strikes.....	6
F-52. Education Employee Liability	7
F-65. Characteristics of Retirement Plans	7
<i>New F. Predatory Financial Instruments</i>	8
G-4. Other National Professional Certifications	8
G-6. Accreditation of Teacher Preparation Institutions.....	8

I-7. Global Environmental Restoration	8
I-14. Human and Civil Rights of Children and Youth.....	8
I-17. Displaced Workers	9
I-21. Right to Privacy	9
I-22. Freedom of Religion	9
I-27. Immigration	9
I-32. Gun-Free Schools and the Regulation of Deadly Weapons.....	10
I-35. Human Trafficking <i>and Child Marriage</i>	10
I-41. Protection of People Living with HIV, AIDS, and Hepatitis	10
I-52. Hate-Motivated Violence	11
I-55. Right of Redress for Descendants of Slaves	11
<i>New I. Gender-Based Violence Worldwide</i>	11
Procedures for Consideration of NEA Resolutions	12

1 **B-7. Dropout Prevention**

2 The National Education Association believes high school graduation must be a federal, state, and local priority.
3 The Association also believes that education systems should collaborate with parents/guardians and the broader
4 community. Together, they should provide intervention, social/emotional and legal support, academic assistance,
5 *retention counseling*, and career programs to ensure that preK through 12 students remain in school through the
6 completion of high school graduation requirements.

7 The Association further believes that the disaggregation of graduation rate data is essential to identify and to
8 target [for] appropriate interventions [highly impacted groups for high school completion] *for highly-impacted*
9 *groups and individuals*. (2008, 2010)

10 **B-26. Education of Refugee and Undocumented Children and Children of Undocumented**
11 **Immigrants**

12 The National Education Association believes that, regardless of the immigration status of students or their
13 parents, every student has the right to a free public education, *including multilingual services and primary language*
14 *instruction*, in an environment free from harassment. The Association also believes that all parents should have equal
15 access to all services provided by the school system regardless of their immigration status. The Association opposes
16 Immigration and Customs Enforcement (ICE) operations on school property. The Association supports access to
17 higher education for undocumented students and access to financial aid and in-state tuition to state colleges and
18 universities in the states where they reside. The Association further believes that neither educational systems nor their
19 employees are responsible for the determination and enforcement of legal residency status.

20 The Association believes that students who have resided in the United States for at least five years at the time of
21 high school graduation should not be held responsible for decisions they were not legally able to make but rather
22 should be granted legal residency status, and allowed to apply for U.S. citizenship, and that legalization not be used
23 as an incentive for or be dependent on military service. (1980, 2014)

24 **B-31. Educational Programs in Support of Lesbian, Gay, Bisexual, Transgender, Non-**
25 **Binary, and Questioning Students**

26 The National Education Association supports appropriate and inclusive educational programs that address the
27 unique needs and concerns of lesbian, gay, bisexual, transgender, *non-binary*, and questioning (LGBTQ+) students.
28 The Association also supports efforts and contributions by educators, parents/guardians, community leaders,
29 organizations, and partners in the development of these programs. Specific programs should provide—

- 30 a. Acknowledgement of the significant contributions of diverse LGBTQ+ persons in American history and
31 culture
- 32 b. Involvement of educators knowledgeable in LGBTQ+ issues in the development of educational materials that
33 integrate factual information about the history, social movements, and current events of LGBTQ+ people
- 34 c. Developmentally appropriate local, state, and national resources. (2015)

35 **B-63. The Holocaust**

36 [The National Education Association believes that a way to prevent events that have caused great human misery,
37 such as the Holocaust, is to teach all students about the Holocaust not only as an historical event but also as a means
38 of providing insight into how inhumanity of this magnitude develops. The Holocaust must be taught so that never
39 again can doubt of its occurrence be raised and never again can like action occur.]

40 *The National Education Association believes that the historical events of the Holocaust must be taught to*
41 *provide insight into how atrocities of this magnitude develop. The Association also believes that Holocaust*
42 *education promotes human rights, prevents future genocides, and reduces doubt that these horrifying events*
43 *occurred*. (1981, 1993)

1 **New B. Critical Thinking**

2 *The National Education Association believes that critical thinking is an essential part of a well-rounded*
3 *education. The Association also believes that educators play a vital role in teaching critical thinking skills through*
4 *developmentally appropriate practices. The Association further believes that developmentally appropriate*
5 *practices enable students to analyze, synthesize, evaluate, determine the importance and relevance of arguments*
6 *and ideas, and identify erroneous or fallacious reasoning and logic. (2019)*

7 **C-2. Vaccinations**

8 The National Education Association believes that vaccines are essential medical tools in preventing infectious
9 diseases. The Association acknowledges that vaccines must be pervasive to be effective.

10 The Association also believes that [parents/guardians should follow] vaccination guidelines from the American
11 Academy of Pediatrics and Centers for Disease Control and Prevention ***should be followed by educators,***
12 ***parents/guardians, and students.*** The Association further believes that state legislatures should establish clear
13 guidelines for waivers that minimize the numbers of unvaccinated students to those necessary due to documented
14 medical conditions. Evidence-based vaccination campaigns are integral in maintaining student and community
15 health. (2015, 2016)

16 **C-6. Physical Activity and Recess**

17 The National Education Association believes that regular physical activity provides an active form of learning
18 that encourages a healthy lifestyle and promotes physical, mental, and emotional wellness. This physical activity
19 should be provided through physical education classes, recess, and movement activities scheduled throughout the
20 day.

21 The Association also believes that recess allows students to develop interpersonal and problem-solving skills and
22 that it is not a substitute for a comprehensive physical education program.

23 The Association further believes that withholding recess [should be implemented sparingly and at the discretion
24 of the classroom teacher] ***as a form of discipline is counterproductive to healthy child development.*** (2010, 2016)

25 **C-13. Safe Schools and Communities**

26 The National Education Association believes that a safe school climate is the right of all students and school
27 employees. The Association also believes that communities must develop policies and practices that promote safe
28 schools. The Association further believes that it is in the best interest and safety of all students if education
29 employees are immediately informed of students with known serious behavior problems or violence-related potential.
30 Students and education employees must be safe from physical, verbal and psychological violence, and all forms of
31 harassment. Plans and procedures regarding discipline and/or harassment must include due process.

32 The Association believes that plans and procedures must be consistently enforced, ***visible, and easily accessible***
33 for the safe and orderly conduct of school activities and events.

34 The Association also believes that school security personnel must be properly trained to respond to potentially
35 violent situations. In addition, all staff should be provided with appropriate training on how to maintain a safe school
36 climate. The Association further believes that training qualified school mental health professionals, law enforcement
37 officers, and other personnel in restorative justice practices will also foster a safe school community.

38 The Association believes that all school buildings should have controlled access. School design should
39 incorporate technologies which facilitate safety.

40 The Association also believes that students must be taught strategies and skills, including conflict resolution,
41 which develop respect, self-discipline, and self-control. Students must learn to distinguish between their own rights
42 and responsibilities and the rights and responsibilities of others. Appropriate services and placement within education
43 programs and/or with state and/or community agencies must be provided for students who disrupt the learning
44 environment or who are dangerous to other students, education employees, and themselves.

45 The Association further believes that appropriate school behavior begins and is reinforced in the home. Programs
46 that provide assistance and training in child development, effective parenting skills, and strategies for dealing with
47 disruptive students must be available for parents/guardians. Schools can be instrumental in identifying and
48 recommending strategies that can assist parents/guardians. (1994, 2018)

1 **C-38. School Facilities: Design, Construction, and Function**

2 The National Education Association believes that school facilities must be conducive to teaching and learning.
3 The physical environment must allow for a variety of needs, including the number of students, physical
4 characteristics of students, changes in teaching methods, [presentation of instruction] *specialized resources for*
5 *teaching and learning*, and an increased use of school facilities. The Association also believes that all school
6 facilities must be well constructed, safe, energy-efficient, aesthetically pleasing, accessible, functional, [and]
7 adaptable to persons with disabilities, *and adequately sized for instructional needs*.

8 The Association further believes that the community, parents/guardians, and education employees must be
9 involved through site-based, shared decision making in designing these facilities. Construction designs should
10 incorporate original art.

11 The Association believes that stable and sufficient funding must be provided for the design, construction,
12 adequate and ongoing maintenance, and operation of the school facility. (1992, 2009)

13 **New C. Opioid Addiction and Abuse**

14 *The National Education Association believes that local, state, and national governments should develop,*
15 *establish, and implement policies to protect students and communities from opioid addiction and abuse. These*
16 *policies should include voluntary training for educators to recognize and support individuals affected and, in*
17 *emergency situations, administer opioid antagonist medications (such as Narcan) with civil and criminal*
18 *immunity.* (2019)

19 **D-18. Professional Development in Behavior Management, Discipline, Order, and Safety**

20 The National Education Association believes that behavior management, discipline, order, and safety in schools
21 and school districts are essential to ensure student success. The Association also believes that all education
22 employees must be provided professional development in *trauma-informed practices*, behavior management,
23 *progressive* discipline, [conflict resolution] *restorative practices*, safety plans and emergency procedures, emergency
24 lifesaving techniques, and crisis management. (1994, 2000)

25 **D-19. Neurological Disorder [Awareness] Education**

26 The National Education Association believes in [the establishment of] *establishing* programs that [will increase
27 education employee awareness of] *foster educator understanding in response to* neurological disorders and
28 symptoms [that affect] *affecting* student learning. Qualified health professionals should be cooperatively involved in
29 these programs. (1987, 1999)

30 **F-4. Collective Bargaining Rights**

31 The National Education Association believes that the attainment and exercise of collective bargaining rights are
32 essential to the promotion of education employee and student needs in society. The Association demands that these
33 rights be advocated where they are now abridged or denied and strengthened where they are now secured.

34 *The Association also believes that the democratic selection of a collective bargaining representative to speak*
35 *with one voice, representing all employees in the bargaining unit, is the foundation of effective collective*
36 *bargaining. Democratic exclusive representation amplifies the voice of employees, promotes solidarity, and*
37 *provides employees with the strongest footing for securing redress of their common concerns. Therefore, the*
38 *Association unequivocally opposes attempts to dismantle or weaken the democratic exclusive representation of*
39 *employees.* (1980, 1993)

40 **F-6. Strikes**

41 The National Education Association denounces the practice of keeping schools open during a strike.

42 The Association believes that when a picket line is established by the authorized bargaining unit, crossing it,
43 whether physically or electronically, is strikebreaking and jeopardizes the welfare of education employees and the
44 educational process.

45 The Association also believes that the chances of reaching voluntary agreement in good faith are reduced when
46 one party to the negotiation process possesses the power to use the courts unilaterally against the other party.

47 The Association recommends that several procedures be used in resolution of impasse—such as mediation, fact
48 finding, binding arbitration, political action, and strike—if conditions make it impossible to provide quality
49 education. In the event of a strike by education employees, extracurricular and cocurricular activities must cease.

1 Appropriate educator preparation institutions should be notified that a strike is being conducted and urged not to
2 cooperate in emergency licensing or placement practices that constitute strikebreaking. The Association condemns
3 denial of credits to students working in the school for credit as part of an educator preparation or credential program
4 who have honored a work stoppage. In the event of a strike at the school of placement, affiliates should work with
5 colleges and universities of both student teachers and students in field placements to ensure that those students
6 honoring the work stoppage will receive credit for previous service and assignments, and be provided an opportunity
7 for a comparable alternative placement in order to complete all remaining preservice requirements.

8 The Association also condemns the use of ex parte injunction, jailing, setting of excessive bail, fines, firing of
9 members, community service in lieu of other penalties, decertification of an organization as the bargaining agent, loss
10 of association rights, and revocation or suspension of tenure, licensure, and retirement benefits in school work
11 stoppages.

12 The Association urges enactment and enforcement of statutes guaranteeing the rights of education employees
13 when a work stoppage occurs, including the right to present their case to the state or courts, before back-to-work
14 orders are issued.

15 The Association also urges its affiliates to establish practices and procedures to supply financial and emotional
16 support as well as external and internal publicity for any local engaged in a strike. *The Association is committed to*
17 *supporting affiliates in the event of a strike or work action.* (1969, 2018)

18 **F-52. Education Employee Liability**

19 The National Education Association believes that educational institutions should—

- 20 a. Hold harmless and provide legal liability protection for education employees when following district
21 directives *and adhering to procedures* regarding student interactions, [and] interventions, *violent situations,*
22 *emergencies*, or when their duties include physical assistance to students
- 23 b. Pay all costs—including attorneys' fees, expenses, and damages—incurred by employees and other agents in
24 defending any civil action arising out of acts or omissions occurring during the performance of their duties
- 25 c. Reimburse employees and other agents for all costs incurred in defending any criminal action arising out of
26 acts or omissions occurring during the performance of their duties, provided that said action terminates in
27 favor of the accused.

28 The Association recommends that educational institutions attempt to secure appropriate insurance to provide the
29 aforesaid payment and reimbursement. (1976, 2017)

30 **F-65. Characteristics of Retirement Plans**

31 The National Education Association believes that retirement benefit plans should minimally include—

- 32 a. No provisions in core plans to reduce benefits because of the existence of any annuity or retirement benefit
33 source including Social Security; supplemental retirement plans designed to provide a leveling benefit must
34 assure a level lifetime replacement income that significantly augments existing benefits of all members over
35 time
- 36 b. Benefits that comply with nondiscriminatory Internal Revenue Service (IRS) rules and regulations
- 37 c. Joint survivor benefits should be equally available for spouses and domestic partners; joint survivor benefits
38 for any other person should be available based upon IRS guidelines
- 39 d. Disability or death benefits that should be equally available for spouses, dependents, and domestic partners
- 40 e. Provisions that define a full year of creditable service based upon working 80 percent or more of the contract
41 year or 80 percent or more of the hours constituting a full year; partial year credit should be earned on a pro-
42 rated basis for any service less than the minimum required to obtain a full year of creditable service
- 43 f. Provisions for the option of allowing unused sick leave and other end-of-service payments to be used for
44 retirement credit
- 45 g. Provisions permitting the purchase of service credit earned while a member of another retirement system
46 including any other public school district, Department of Defense Education Activity (DoDEA) schools or
47 while in the Peace Corps, Volunteers in Service to America (VISTA), or military service
- 48 h. Provisions permitting the purchase of service credit for sabbatical leaves, maternity/paternity/adoption
49 leaves, *and all leave provided by the Family Medical Leave Act (FMLA)* where credit is not automatically
50 given, and any other approved leaves of absence; members affected by any forced leave provisions or
51 separation of service provisions that are unlawful under current law should be permitted to purchase service
52 credit for those periods of leave or separations at any time prior to retirement at the lowest plan rate

- 1 i. Provisions for, upon termination of employment, the portability to other qualified pension plans for the full
2 actuarial value of retirement credits earned
- 3 j. Disability retirement for a service-connected disability available to education employees from the first day of
4 employment; non-service connected disability retirement shall be available for fully vested members; the
5 benefit formula for disability retirement should yield benefits comparable to normal retirement benefits
- 6 k. Provisions for any tax-sheltered annuity and deferred compensation plans that have actuarial tables that do
7 not discriminate on the basis of race, gender, or national origin
- 8 l. Provisions for health benefits for retirees, their spouses, domestic partners, and dependents that include a
9 fully-paid comprehensive health insurance plan regardless of Medicare eligibility; these benefits should be at
10 least equal to those offered to full-time employees; those eligible for Medicare should be covered by a fully-
11 paid comprehensive Medicare supplement insurance benefit that along with Medicare equals the benefits
12 provided to full-time employees. (1969, 2018)

13 **New F. Predatory Financial Instruments**

14 *The National Education Association believes that all educators have the right to the full financial benefits*
15 *they are due. The Association opposes all predatory financial instruments that negatively impact the level of those*
16 *benefits to their rightful possessors or their beneficiaries, and should work to ensure that its members are aware*
17 *of companies or industries that use such practices.* (2019)

18 **G-4. Other National Professional Certifications**

19 The National Education Association supports voluntary national certification for all [education employees]
20 *educators* from professional organizations that establish appropriate assessment and qualification standards. (2010)

21 **G-6. Accreditation of Teacher Preparation Institutions**

22 The National Education Association believes that teacher preparation programs must be approved at two levels:
23 at the state level through an agency such as a professional standards board and at the national level through the
24 Council for the Accreditation of Educator Preparation (CAEP).

25 The Association also believes that CAEP and its governing boards must include representatives of all levels of
26 the teaching profession as well as [students preparing to teach] *aspiring educators*. (1969, 2000)

27 **I-7. Global Environmental Restoration**

28 The National Education Association believes that when pollution occurs the responsible entities must be
29 accountable for an expeditious, complete cleanup and restoration of the environment and ecosystems. In addition, the
30 Association supports international efforts to reduce the levels of toxic metals, [and] chemicals, *and plastics* in the
31 food chain. (1990, 2016)

32 **I-14. Human and Civil Rights of Children and Youth**

33 The National Education Association believes that the human and civil rights of children and youth must be
34 protected and opposes the exploitation of children and youth under any circumstances. *The Association opposes the*
35 *early and forced marriage of children. The Association recognizes child and forced marriage as a violation of*
36 *human rights and calls for strengthened efforts to prevent and eliminate this harmful practice.*

37 The Association also believes that all children possess a fundamental civil right of access to a system of high
38 quality public education grounded in the principles of adequacy and equity. The Association supports the rights of
39 youth to safely access education and other human services during conditions of war, occupation, natural disaster, and
40 civil strife.

41 The Association condemns the use of children and youth by organizations, governments, and political/military
42 movements to advance their political objectives. The Association also condemns governments that subject young
43 people to physical or mental abuse, violence, and unwarranted detention or incarceration. The Association opposes
44 the impressment or acceptance of minors into the service of the armed forces of any government or into the service of
45 revolutionary forces under any circumstances. The Association supports programs and other efforts to prevent and
46 alleviate the effects of such trauma upon children and youth.

47 Children and youth in detention centers must be provided educational programs that include any special
48 education services per a student's individualized education program (IEP) or a student's 504 plan to enable a student

1 to become a contributing member of society. Teachers in such centers must be prepared to provide instruction in life
2 skills and learning skills.

3 The Association further believes that adolescent neurological development needs to be considered when the
4 sentencing of juveniles is being determined. Therefore, the Association opposes the imposition of the death penalty,
5 life imprisonment without parole, and prolonged solitary confinement for individuals whose offenses were
6 committed prior to age 18. The Association condemns the practice of placing children and youth in trouble in abusive
7 environments, and opposes the placement of children and youth who are not charged with any offense in facilities
8 with persons who are charged with criminal offenses. The Association believes that there must be separate facilities
9 for the detention and for the incarceration of children and youth and supports the development of alternatives to
10 supplement the use of such facilities. (1988, 2017)

11 **I-17. Displaced Workers**

12 The National Education Association believes that entities that close, move, sell, downsize, or reorganize their
13 facilities have an obligation to provide displaced employees with a variety of retraining and support programs. These
14 entities shall assist their employees with placement in jobs having comparable pay and benefits and shall maintain
15 existing union contracts. *The Association also believes that federal, state, and local governments should hold*
16 *entities accountable for the aforementioned programs.*

17 The Association opposes the use of public funds or tax incentives to encourage the movement of U.S. companies
18 to other countries at the expense of U.S. union labor. (1992, 2014)

19 **I-21. Right to Privacy**

20 The National Education Association believes that every individual has a right to privacy. The Association
21 continues to be concerned about the indiscriminate surveillance of citizens or groups [by private and public agencies
22 or individuals]. The Association condemns the use of information gathered and stored and the exchange of such
23 information, including *but not limited to*: library patron, medical, email, social media, *location, contacts*, and [credit
24 card] *financial* records, without explicit release from the person or persons involved.

25 The Association also believes that rights to privacy and confidentiality must be guaranteed through federal and
26 state legislation. (1970, 2017)

27 **I-22. Freedom of Religion**

28 The National Education Association believes that freedom of religion is a fundamental human right *as is freedom*
29 *from religion*. The Association also believes that choice of religion, *including no religion*, is an intensely personal
30 decision, individuals have the right to practice their religion, and no person should use religious beliefs as a basis for
31 discrimination. Instruction in religious doctrines and practices is best provided within a family setting and/or by
32 religious institutions.

33 The Association further believes that schools should teach the rights and responsibilities associated with the
34 freedom of *and from* religion, the religious heritage and diversity of the United States, respect for the beliefs of
35 others, and the historical and cultural influences of various world religions.

36 The Association believes that local school boards should adopt policies that govern religious activities on school
37 property. Such policies must respect the separation of church and state; govern voluntary, student-led meetings with
38 adult supervision before or after regular school hours; treat all religions, *or choice of none*, on an equal basis; and
39 protect the rights of students and education employees.

40 The Association also believes that the constitutional provisions on the establishment of and the free exercise of
41 religion in the First Amendment require that there be no sectarian practices in the public school program. The
42 Association opposes the imposition of sectarian practices in the public school program and urges its affiliates to do
43 the same.

44 The Association also opposes any federal legislation or mandate that would require school districts to schedule a
45 moment of silence. The Association particularly opposes a moment of silence as a condition for receiving federal
46 funds. (1995, 2018)

47 **I-27. Immigration**

48 The National Education Association supports efforts to improve the immigration process, including the provision
49 of due process, equal protection, and access to status without regard to ethnicity, religion, or national origin. The
50 Association also supports policies that protect the integrity of the family unit and deplors the hardships *and trauma*

1 imposed on families when family members, especially *spouses and partners*, parents, guardians, or caretakers, are
2 detained and/or deported for immigration status offenses and thereby separated from their children, many of whom
3 are U.S. citizens. The Association supports equal access to educational opportunities for immigrants. The Association
4 believes that English, adult education, GED, and citizenship classes should be available in sufficient numbers to
5 ensure that immigrants can comply with all federal mandates for permanent residence and/or citizenship. The
6 Association also believes that the federal government is responsible for the enforcement of immigration policy.

7 The Association recognizes that historically there have been many economic and/or political circumstances that
8 have compelled people to come to the U.S. The Association opposes any immigration policy that denies human
9 and/or civil rights or educational opportunities to immigrants and their children, hinders workers' abilities to
10 organize, imposes excessive fees and fines on those seeking legalization, or criminalizes individuals or groups who
11 support or assist them. The Association also opposes any policy that makes legalization or naturalization dependent
12 upon military service and/or service in a combat zone. The Association condemns such policies as inhumane and
13 discriminatory.

14 The Association further believes that federal decisions regarding the status of *accompanied and* unaccompanied
15 immigrant children must always be made in the best interests of the child. Children who qualify for international
16 protection must have their educational needs met while being given the time and resources, *including court-*
17 *appointed counsel*, to have their cases fairly heard. *The Association believes that children should not be separated*
18 *from their parents/guardians.* [In addition] *Therefore*, the best placement for these children is in a family setting
19 and not in detention facilities. (1984, 2017)

20 **I-32. Gun-Free Schools and the Regulation of Deadly Weapons**

21 The National Education Association believes that all students and education employees must be allowed to learn
22 and work in an environment free of unauthorized guns and other deadly weapons. Severe penalties should be enacted
23 and strenuously enforced for criminal actions involving guns and other deadly weapons, especially in school settings,
24 and for those who profit from the illegal sale, importation, and distribution of these weapons. The Association also
25 believes that individuals who bring guns or deadly weapons to school should be excluded from school and school
26 grounds until completion of a mandatory prescribed intervention.

27 *The Association further believes that arming education employees as a preventative measure against armed*
28 *intruders creates an unsafe environment, placing students and school personnel at greater risk.* [The Association
29 further believes that our] *Our* communities, schools, and students are safer when common sense gun regulations are
30 in place. [The] *Therefore, the* Association supports banning assault weapons, limiting the capacity of ammunition
31 magazines, requiring background checks and a waiting period for all gun purchases, creating a national database of
32 gun sales, and preventing people with mental illness and/or a documented history of violence from purchasing
33 firearms. The Association believes that minors [shall] *must* not be allowed to buy, own, or sell firearms.

34 The Association also believes that scientific and medical research on the causes and prevention of firearm
35 violence should be extensive and ongoing and that gun owners should participate in educational programs that stress
36 responsible ownership, including safe use and storage of guns. (1982, 2017)

37 **I-35. Human Trafficking and Child Marriage**

38 The National Education Association is committed to the abolition of all forms of human trafficking. Human
39 trafficking is the acquisition, [of people by improper means such as force, fraud, or deception, with the aim of
40 exploiting them as defined by the United Nations Convention of Human Trafficking and Migrant Smuggling]
41 *transportation, recruitment, and harboring of persons by means of threat, force, fraud, or coercion and for the*
42 *purpose of exploitation as defined by the United Nations Protocol to Prevent, Suppress, and Punish Trafficking in*
43 *Persons. The Association opposes the forced marriage of children, which is a form of human trafficking. The*
44 *Association recognizes child marriage and human trafficking as violations of human rights and calls for*
45 *strengthened efforts to prevent and eliminate these harmful practices.* (2010)

46 **I-41. Protection of People Living with HIV, AIDS, and Hepatitis**

47 [The National Education Association believes that people living with human immunodeficiency syndrome,
48 acquired immunodeficiency syndrome (AIDS), and/or hepatitis should be ensured fair and equitable treatment
49 allowing equal access to education, employment, living conditions, and all rights guaranteed by law.]

1 *The National Education Association believes that people living with human immunodeficiency virus (HIV),*
2 *acquired immunodeficiency syndrome (AIDS), and/or hepatitis should be ensured fair and equitable treatment*
3 *allowing equal access to education, employment, living conditions, and all rights guaranteed by law.*

4 *The Association also believes in maintaining the public health by encouraging people to be tested and seek*
5 *treatment for lifelong conditions impacting an individual's health such as, but not limited to HIV, AIDS and/or*
6 *hepatitis.*

7 *The Association further believes that blood donation policies should utilize modern, science-based guidelines*
8 *that focus on the risk factors associated with HIV transmission instead of the gender of a person's sexual*
9 *partners.*

10 *The Association believes that HIV/AIDS criminalization laws should be made current with the modern*
11 *understanding of HIV/AIDS prevention, treatment, and transmission. HIV/AIDS should be treated no differently*
12 *than other serious communicable diseases, thereby removing the discrimination and stigma surrounding these*
13 *health conditions. (1994, 2017)*

14 **I-52. Hate-Motivated Violence**

15 The National Education Association believes that acts or threats of hate-motivated violence, including, but not
16 limited to, physical and verbal violence against individuals or groups because of their race, color, national origin,
17 **political beliefs**, religion, gender, sexual orientation, gender identity, age, disability, size, marital status, or economic
18 condition are deplorable. The Association also believes that federal, state, and local governments and community
19 groups must oppose and eliminate hate-motivated violence and that current events and/or economic conditions
20 should not diminish such opposition.

21 The Association recognizes the danger of White supremacist groups and all media sources that promote hateful
22 speech and actions, and the continuation of institutional racism. Further, the Association recognizes the danger of any
23 group that marginalizes anyone based on race, color, national origin, **political beliefs**, religion, gender, sexual
24 orientation, gender identity, age, disability, size, marital status, or economic condition. Therefore, educators must
25 take a significant role in countering the effects of such speech, actions, and racism on our students, families, and
26 communities. (1991, 2018)

27 **I-55. Right of Redress for Descendants of Slaves**

28 The National Education Association believes that slavery, forced servitude, and/or the ownership of a human
29 being are gross violations of human rights and unacceptable in a civilized society.

30 The Association also believes that the history of slavery in the United States was a grievous crime against
31 humankind that has contributed to a continuance of **over 400 years of economic injustices, terror, state-sponsored**
32 **terrorism, and institutional and systemic racism, including but not limited to convict leasing, unjust imprisonment,**
33 **Jim Crow Segregation and lynching, torture, destruction of Black communities and towns, redlining, exclusion of**
34 **the access to benefits of the New Deal and GI Bill, the ripping apart of families, mass incarceration, police**
35 **brutality and murder, militarization and over-policing of Black communities, denial of equal and equitable access**
36 **to education, school-to-prison pipeline, criminalization of Black students in school, denial of economic**
37 **opportunity, and denial of full economic participation.**

38 The Association further believes that the descendants of [those subjected to slavery] **enslaved Africans** in the
39 U.S. have the right to redress for the **crimes against humanity committed by the United States through full repair**
40 **and reparations for building the economic engine of the West that resulted in generational wealth accrual by**
41 **White Americans off the theft of that labor, while at the same time being denied full economic participation or**
42 **benefits of that labor, and for the gross injustices inflicted upon their ancestors. (2008, 2015)**

43 **New I. Gender-Based Violence Worldwide**

44 *The National Education Association condemns gender-based violence worldwide and the tolerance of such*
45 *violence. The Association believes that all nations must establish and enforce measures to curtail and prevent*
46 *actions, policies, and practices that inflict pain, suffering, or death based on gender identity or expression. (2019)*

Procedures for Consideration of NEA Resolutions

Resolutions are formal expressions of opinion, intent, belief, or position of the Association. They shall set forth general concepts in clear, concise language, shall be broad in nature, shall state the positions of the Association positively and without ambiguity, and shall be consistent with the goals of the Association as stated in the Preamble of the Constitution. NEA resolutions—organized in goal areas lettered A through J—are adopted by the Representative Assembly (RA).

The Resolutions Committee conducts an open hearing to discuss the development of its final report and receive for its consideration any additional proposals submitted by delegates. After the hearing the committee prepares the Report of the 2018–2019 NEA Resolutions Committee, which contains all proposed amendments it has approved for consideration at the Representative Assembly. The report is distributed to delegates on the morning of the first day of the Representative Assembly. Resolutions contained in the committee’s final report represent all recommendations of the committee.

After the Resolutions Committee has conducted its open hearing and completed its report, delegates wishing to submit a new resolution or an amendment to a resolution must do so no later than 12 noon on the second day of the Representative Assembly. A delegate may submit a form to the Committee on Constitution, Bylaws, and Rules to propose an amendment to a resolution contained in the committee’s final report, or to any of the existing resolutions contained in the NEA Resolutions document. A delegate may also submit a form to propose a new resolution. A new resolution submitted by a delegate from the floor of the Representative Assembly must have a majority of the vote to be placed on the agenda (heard) and a two-thirds (2/3) vote to pass. Submissions are printed in the *RA Today*. After 12 noon on the second day of the Representative Assembly, floor amendments to new resolutions and floor amendments to resolutions amendments as printed in the *RA Today* shall be in order. Proposed amendments will be considered beginning with the goal area containing the final resolution debated at the preceding Representative Assembly. The committee’s report to the 2019 Representative Assembly will begin with Goal Area F and proceed through G, H, I, J, A and so forth.

The definition of an NEA resolution; composition, election, and duties of the Resolutions Committee; and procedures for submitting resolutions are set forth in NEA Standing Rule 7.